



State of California
Employment Training Panel

Training Proposal for:
**Jacob Moss, Inc. dba
Moss Electrical Contracting**
Agreement Type: **Small Business**
Agreement Number: **ET09-0318**

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **Sacramento**

Analyst: K. Ohta

CONTRACTOR:

- Type of Industry: Services:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
 - California: 12
 - Worldwide: 12
 - Number to be trained: 12
- Turnover Rate: 6%
- Repeat Contractor: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: SET/HUA/Retrainee
- ETP Funding Amount: \$28,080
- In Kind Contribution: \$35,000
- Average Cost per Trainee: \$2,340
- Post Retention Wage: \$16.00
- Health Benefits: N/A
- Occupations to be Trained: Electricians, Frontline Managers, Owner
- Training Menu:
 - ☒ Business skills ☐ Literacy skills
 - ☒ Commercial skills ☒ Management skills
 - ☒ Computer skills ☐ Manufacturing skills
 - ☒ Cont. Improvement ☐ Other:
- Range of Hours: 8 - 160 Weighted Average: 90

- Multiple Job Numbers: ☐ Yes ☒ No
- County(ies) Served: Sacramento
- Union Representation: ☐ Yes ☒ No
- Subcontractor: UC Davis Extension of Sacramento will deliver Business, Commercial, Computer, Continuous Improvement, and Management Skills for a fee of \$20,000.
- Third Party Services: N/A

INTRODUCTION

Founded in 2002, Jacob Moss, Inc. dba Moss Electrical Contracting (Moss Electrical) is a Sacramento-based company that provides commercial, residential, and light industrial electrical services to the greater Sacramento area and neighboring counties. Originally established as a residential electrician company, Moss Electrical quickly expanded its services in efforts to remain on the cutting edge and offer services such as lighting retrofits and photovoltaic solar systems.

According to company representatives, its services consist of electrical services for residential and commercial properties, public works and light industrial, energy conservation upgrades, and photovoltaic systems. Moss Electrical has worked with many local businesses such as Java City, Sacramento International Airport, T-Mobile, and Rite-Aid. Other jobs range from small service jobs to high-end custom homes built from the ground up.

Moss Electrical is seeking ETP training funds to acquire commercial skills to update and enhance employees' knowledge in the solar electrical grounding and bonding, motor controls, theory electrical, infrastructure, solar power, lighting retrofitting, lighting control systems, and LED technology. The company also seeks training in business skills, computer skills, and management skills to increase productivity, time management, marketing, improve customer service and increase its competitive edge in the electrical market.

Special Employment Training

The company qualifies for funding under Title 22, California Code of Regulations, Section 4409 (b), Special Employment Training (SET), for frontline workers in High Unemployment Areas of the state. This is a region with unemployment exceeding the state average by at least 25%, using the unemployment rate set by the Labor Market Information Division of the Employment Development Department. These trainees qualify for the ETP Minimum Wage rather than the statewide average hourly wage.

Professional Employer Organization:

The company contracts with California Staff Link – CSL Solutions, Inc., (CSL) which is a Professional Employer Organization (PEO), for payroll and other employment-related services. Under that contract, the company and CSL share many of the rights and duties of an employer. They are both responsible for payment of taxes into the Unemployment Insurance Fund.

The company and CSL have agreed that all rights and responsibilities under the ETP Agreement will be held solely by the company. Eligibility, curriculum, retention, post-retention and all program standards must all be satisfied and performed by the company, not CSL. Related representations will be incorporated into the ETP Agreement.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.